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SERIES I No. 32

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA



PUBLISHED BY AUTHORITY

### SUPPLEMENT

### No. 2

#### GOVERNMENT OF GOA

Department of Personnel

#### Order

3/1/2012-PER(Part)/4771

Sanction of the Government is hereby accorded to encadrement of posts mentioned hereunder, created in various Departments under the State Government into the Goa Civil Service as per details given below:

Sr. No.	Name of the post encadred	Scale of the Service into which encadred	Number of post encadred
1.	Director, Department of New and Renewable Energy	Senior Scale of Goa Civil Service	01
2.	Director of Art & Culture	Senior Scale of Goa Civil Service	01
3.	Director of Sports & Youth Affairs	Senior Scale of Goa Civil Service	01
4.	Director, Skill Development and Entrepreneurship	Senior Scale of Goa Civil Service	01

This issues with the approval of the Administrative Reforms Department vide their U. O. No. 496/F dated 14-08-2024 and with the concurrence of the Finance Department vide their U. O. No. 3648/F dated 23-08-2024.

This issues with the approval of the Council of Ministers in it's LVIIIth Cabinet meeting held on 30-10-2024 conveyed by General Administration Department vide letter No. 1/26/2024-GAD-II dated 05-11-2024.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).

Porvorim, 6th November, 2024.

**Order**

3/1/2012-PER(Part)/4772

Sanction of the Government is hereby accorded for re-designation of the below mentioned Senior Scale posts of Goa Civil Service in Level 11 of CCS (RP) Rules, 2016 as follows:

Sr. No.	Present designation	Re-designated as
1.	General Manager (DIC), Directorate of Industries, Trade and Commerce	Additional Director-cum-General Manager (DIC), Directorate of Industries, Trade and Commerce.
2.	Additional Commissioners of Commercial Taxes	Additional Commissioners of State Tax.
3.	Director of State Lotteries	Director of Small Savings & Lotteries.
4.	Managing Director/Joint Secretary (Housing), Goa Housing Board	Managing Director, Goa Housing Board.

This issues with the approval of the Administrative Reforms Department vide their U. O. No. 496/F dated 14-08-2024 and with the concurrence of the Finance Department vide their U. O. No. 3648/F dated 23-08-2024.

This issues with the approval of the Council of Ministers in it's LVIIIth Cabinet meeting held on 30-10-2024 conveyed by General Administration Department vide letter No. 1/26/ /2024-GAD-II dated 05-11-2024.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).

Porvorim, 6th November, 2024.

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**Order**

3/1/2012-PER(Part)/4773

Sanction of the Government is hereby accorded for re-designation of the below mentioned Junior Scale posts of Goa Civil Service in Level 10 of CCS (RP) Rules, 2016 as follows:

Sr. No.	Present designation	Re-designated as
1.	Deputy Director, State Craftsmen Training	Deputy Director, Skill Development & Entrepreneurship.
2.	Assistant Commissioners of Commercial Taxes	Deputy Commissioners of State Tax.

This issues with the approval of the Administrative Reforms Department vide their U. O. No. 496/F dated 14-08-2024 and with the concurrence of the Finance Department vide their U. O. No. 3648/F dated 23-08-2024.

This issues with the approval of the Council of Ministers in it's LVIIIth Cabinet meeting held on 30-10-2024 conveyed by General Administration Department vide letter No. 1/26/ /2024-GAD-II dated 05-11-2024.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).

Porvorim, 6th November, 2024.

**Notification**

3/1/2012-PER(Part)/4774

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and all other powers enabling him in this behalf and in consultation with the Goa Public Service Commission, conveyed vide their letter No. COM/II/13/42(1)/2013/1099 dated 16-10-2024, the Governor of Goa hereby makes the following rules so as to amend the Goa Civil Service Rules, 2016, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa Civil Service (First Amendment) Rules, 2024.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. *Amendment of rule 2.*— In rule 2 of the Goa Civil Service Rules, 2016 (hereinafter referred to as the “principal Rules”), for clause (o), the following clause shall be substituted, namely:—

“(o) “Year” means the period commencing on the first day of January and ending on the thirty-first day of December of the same year.”.

3. *Amendment of rule 3.*— In rule 3 of the principal Rules, for sub-rule (3), the following sub-rule shall be substituted, namely:—

“(3) The posts in Senior Administrative Grade, Selection Grade, Junior Administrative Grade and Senior Scale taken together shall generally not exceed 45% of the permanent strength of the service.”;

4. *Amendment of rule 10.*— In rule 10 of the principal Rules, in sub-rule (1), for the existing proviso, the following proviso shall be substituted, namely:—

“Provided that whenever the Commission is of opinion of conducting screening test required for shortlisting of candidates, such test including Computer Based Recruitment Test should be conducted by the Commission in such manner as may be decided by the Commission, from time to time.”.

5. *Amendment of rule 14.*— In rule 14 of the principal Rules, in sub-rule (xii), for the words “Indian Penal Code, 1960”, the words “Bharatiya Nyaya Sanhita, 2023” shall be substituted.

6. *Substitution of rule 17.*— For rule 17 of the principal Rules, the following rule shall be substituted, namely:—

“17. *Promotion to Junior Scale of Goa Civil Service.*— (1) In the month of January of every year, the Government shall prepare a combined eligibility list of officers holding various posts specified in Schedule-II for promotion to the Junior Scale of the Service. Such list shall be circulated to all the officers holding such posts.

(2) No such officer shall be considered as eligible for promotion to the Junior Scale of the Service, unless he has held a post specified in Schedule-II on regular basis for a period of five years and possesses essential qualifications including educational qualifications as specified in clause (iii) of rule 9.

(3) The combined eligibility list so prepared shall be based upon the seniority list vis-a-vis date of appointment shown in the respective seniority list of the posts specified in the Schedule-II.”.

7. *Amendment of rule 18.*— In rule 18 of the principal Rules,—

(i) in clause (ii), for the words “senior officer”, the words “senior Secretary” shall be substituted;

(ii) in clause (iii), for the words “senior Secretary”, the words “senior officer” shall be substituted.

8. *Amendment of rule 19.*— In rule 19 of the principal Rules, for the word “April”, the word “January” shall be substituted.

9. *Amendment of rule 23.*— In rule 23 of the principal Rules,—

(i) for sub-rule (2), the following sub-rule shall be substituted, namely:—

“(2) The training module, period of training and syllabus for the departmental examination shall be as specified by the Government in consultation with the Commission.”;

(ii) in sub-rule (3), for the words “for minimum three months”, the words “for minimum three weeks” shall be substituted;

(iii) for sub-rule (4), the following sub-rule shall be substituted, namely:—

“(4) A probationer who has attained the age of fifty years and who is appointed under clause (b) of rule 8 shall be exempted from the departmental examinations. However, he shall compulsorily undergo the Training Programme during the probation period.”.

10. *Amendment of rule 24.*— In rule 24 of the principal Rules, for the words “within a period of three months”, the words “within a period of six months” shall be substituted.

11. *Amendment of rule 32.*— In rule 32 of the principal Rules, for sub-rule (2), the following sub-rule shall be substituted, namely:—

“(2) A Senior Scale Officer after completion of ten years of regular service

in the service or four years of regular service in the grade of Senior Scale, shall be entitled for promotion to the Junior Administrative Grade from the date of completion of the said period.”.

12. *Amendment of rule 33.*— In rule 33 of the principal Rules, for sub-rule (2), the following sub-rule shall be substituted, namely:—

“(2) A Junior Administrative Grade Officer after completion of fourteen years of regular service in the service or four years of regular service in the Junior Administrative Grade, shall be entitled for promotion to the Selection Grade from the date of completion of the said period.”.

13. *Amendment of rule 34.*— In rule 34 of the principal Rules, for sub-rule (2), the following sub-rule shall be substituted, namely:—

“(2) A Selection Grade Officer after completion of nineteen years of regular service in the service or four years of regular service in the Selection Grade, shall be entitled for promotion to the Senior Administrative Grade from the date of completion of the said period.”.

14. *Substitution of rule 36.*— For rule 36 of the principal Rules, the following rule shall be substituted, namely:—

“36. *Benchmark, Grading and Preparation of Select List.*— The benchmark for promotions under these rules shall be as follows:—

Category of Officers	Benchmark	Grading to be given by DPC	Preparation of Select List
PB-2 and PB-3 upto Grade Pay Rs. 6,600	APARS graded between 4 and 6 short of 6	Fit/Unfit	Those who are graded as ‘fit’ shall be included in the select panel in the order of their inter se seniority in the feeder grade subject to availability of vacancies.
For Grade Pay Rs. 7,600 to Rs. 8,700	APARS graded between 6 and 8 short of 8	Fit/Unfit	Those who are graded as ‘fit’ shall be included in the select panel in the order of their inter se seniority in the feeder grade.
For Grade Pay Rs. 10,000	8-10 shall invariably be available in all APAR's of all the years considered by DPC	Fit/Unfit	Those who are graded as ‘fit’ shall be included in the select panel in the order of their inter se seniority in the feeder grade.

15. *Substitution of rule 38.*— For rule 38 of the principal Rules, the following rule shall be substituted, namely:—

“38. *The crucial date for eligibility of officers for promotion.*— The crucial date for determining the eligibility of the officers for promotion to Junior and Senior Scale of Goa Civil Service shall be the first day of January of the year in which the D.P.C. meets.”.

16. *Amendment of Schedule-I.*— For Schedule-I to the principal Rules, the following Schedule shall be substituted, namely:—

“SCHEDULE-I  
(See rule 4)

The permanent strength of the Service and the nature of posts included therein are as follows.—

**Sanctioned Strength**

(1) Specific posts under the Government of Goa	220
(2) Deputation/Leave/ /Training Reserve	142
<b>Total</b>	<b>362</b>

Inclusive of posts added subsequent to the formation of the Service.

The above figures include the following posts:—

**Senior Posts**

(1) Heads of Departments.	— 31
(i) Registrar of Co-operative Societies.	
(ii) Director of Civil Supplies and Consumer Affairs.	
(iii) Director of Social Welfare.	
(iv) Director of Printing and Stationery.	
(v) Director of Settlement and Land Records.	
(vi) Director of Urban Development.	
(vii) Director of Panchayats.	
(viii) Director of Women and Child Development.	
(ix) Director of Small Savings and Lotteries.	
(x) Director of Mines.	
(xi) Director of Official Language.	

(xii) Director of Tribal Welfare.	
(xiii) Additional Chief Electoral Officer.	
(xiv) Director of Handicrafts, Textile and Coir.	
(xv) Director (NRI-Affairs).	
(xvi) Director, Public Grievances.	
(xvii) Director, Civil Aviation.	
(xviii) Director of Information and Publicity.	
(xix) Director of Archives.	
(xx) Director of Environment.	
(xxi) Director of Science and Technology.	
(xxii) Director of Higher Education.	
(xxiii) Director of Art & Culture.	
(xxiv) Director of Sports & Youth Affairs.	
(xxv) Director of Planning, Statistics & Evaluation.	
(xxvi) Director of Rural Development.	
(xxvii) Director, Department of Empowerment of Persons with Disabilities.	
(xxviii) Director of Skill Development and Entrepreneurship.	
(xxix) Director of Archaeology.	
(xxx) Director, Department of New and Renewable Energy.	
(xxxi) Director, Department of Public Private Partnership.	
(2) Joint Secretaries/Additional Secretaries to the Government.	— 13
(3) Additional Collectors of Districts/Talukas.	— 6
(i) Additional Collector-I (North).	
(ii) Additional Collector-II (North).	
(iii) Additional Collector-III (Mapusa).	
(iv) Additional Collector-I (South).	
(v) Additional Collector-II (South).	
(vi) Additional Collector-III (Ponda).	
(4) Directors of Administration in the following Departments.	— 12
(i) Directorate of Education.	
(ii) Directorate of Health Services.	
(iii) Goa Medical College.	
(iv) Electricity Department.	
(v) Public Works Department.	

(vi) Water Resources Department.		<b>Junior Posts</b>	
(vii) Directorate of Higher Education.		(1) Deputy-Collectors/Sub-Divisional Magistrates/Additional Deputy Collectors.	— 24
(viii) Directorate of Agriculture.		(2) Special Land Acquisition Officer.	— 03
(ix) Office of Director General of Police.		(3) Deputy Director of Panchayats.	— 02
(x) Forest Department.		(4) Assistant Commissioner, Excise.	— 02
(xi) Animal Husbandry & Veterinary Services.		(5) Deputy Commissioner of State Tax.	— 11
(xii) Institute of Psychiatry & Human Behaviour.		(6) Deputy Registrar of Co-operative Societies.	— 01
(5) Additional Commissioner of State Tax.	— 5	(7) Deputy Registrar, Engineering College.	— 01
(6) Additional Commissioner of Excise.	— 1	(8) Deputy Registrar, Government Polytechnic.	— 01
(7) Additional Director of Mines.	— 2	(9) Under Secretaries to the Government.	— 24
(8) (i) Additional Director of Vigilance-I.	— 2	(10) Deputy Director of Administration in the following Departments.	— 31
(ii) Additional Director of Vigilance-II.		(i) Directorate of Agriculture.	
(9) (i) Additional Director Panchayats-I.	— 2	(ii) Water Resources Department.	
(ii) Additional Director of Panchayats-II.		(iii) Forest Department.	
(10) Additional Director of Settlement and Land Records.	— 1	(iv) Directorate of Animal Husbandry and Veterinary Services.	
(11) Superintendent of Jails.	— 1	(v) Public Works Department.	
(12) Additional Inspector General of Prisons.	— 1	(vi) Electricity Department.	
(13) Deputy Controller (Civil Defence).	— 1	(vii) Directorate of Fire and Emergency Services.	
(14) Additional Director cum General Manager (DIC), Directorate of Industries, Trade and Commerce.	— 1	(viii) Institute of Psychiatry and Human Behaviour.	
(15) Commissioner of Labour.	— 1	(ix) Goa Medical College.	
(16) Commissioner of Departmental Inquiries.	— 1	(x) Goa Dental College and Hospital.	
(17) Joint Director, ICDS, Directorate of Women and Child Development.	— 1	(xi) Directorate of Transport.	
(18) State Registrar and Notary Services.	— 1	(xii) Directorate of Food and Drugs Administration.	
(19) Additional State Registrar and Notary Services.	— 1	(xiii) Directorate of Women and Child Development.	
(20) Special Land Acquisition Officer (SLAO), Mopa Airport Project.	— 1	(xiv) Directorate of Sports and Youth Affairs.	
(21) Secretary, State Police Complaint Authority.	— 1	(xv) Department of Information Technology.	
(22) Joint Chief Electoral Officer.	— 1	(xvi) Directorate of Industries, Trade and Commerce.	
<b>Total</b>	<b>87</b>	(xvii) Directorate of Social Welfare.	
<b>Reserves</b>		(xviii) Department of Printing and Stationery.	
(1) Deputation Reserve 60% of 87	— 52	(xix) Department of Fisheries.	
(2) Leave Reserve 10% of 87	— 09	(xx) Labour and Employment.	
(3) Training Reserve 12.5% of 87	— 11		
<b>Total</b>	<b>72</b>		



(xxi) Town and Country Planning.	(26) Deputy Director, Vigilance.	— 01
(xxii) Department of Archaeology.	(27) Joint Director, Department of Information & Publicity.	— 01
(xxiii) Directorate of Art and Culture.	(28) Deputy Director, Department of Public Grievances.	— 01
(xxiv) Department of Planning and Statistics.	(29) Deputy Director, Department of Urban Development.	— 01
(xxv) State Registrar and Notary Services.	(30) Deputy Director of Higher Education (Estt./Dev/Tyng/SHEC), Directorate of Higher Education.	— 01
(xxvi) Directorate of Higher Education.	(31) Deputy Chief Electoral Officer.	— 01
(xxvii) Directorate of Technical Education.	(32) Deputy Director, Department of Civil Supplies and Consumer Affairs.	— 01
(xxviii) Directorate of Panchayats.	(33) Under Secretary, Higher Education.	— 01
(xxix) Directorate of Settlement and Land Records.	(34) Deputy Director, Department of Empowerment of Persons with Disabilities.	— 01
(xxx) Office of the Director General of Police.	(35) Assistant Director, Directorate of Handicraft, Textile & Coir.	— 01
(xxxi) Directorate of Tourism.		
(11) (i) Forest Settlement Officer, North. — 02		
(ii) Forest Settlement Officer, South.		
(12) Additional Director of Urban Development. — 01		
(13) Deputy Director, Industries, Trade and Commerce. — 01		
(14) Deputy Director of Skill Development and Entrepreneurship. — 01		
(15) Assistant Chief Electoral Officer. — 01		
(16) Administrative Officer in following Hospitals. — 03		
(i) Hospicio Hospital, Margao.		
(ii) New District Hospital, Mapusa.		
(iii) New Hospital, Ponda.		
(17) Deputy Registrar of Co-operative Societies (Administration). — 01		
(18) Deputy Director of Mines. — 03		
(19) Estate Officer. — 01		
(20) Administrator of Comunidades. — 03		
(21) Administrative Officer, Goa State Commission for Protection of Child Rights. — 01		
(22) Deputy Director (Apna Ghar), Directorate of Women and Child Development. — 01		
(23) Deputy Director (Child Welfare), Directorate of Women and Child Development. — 01		
(24) Deputy Director (South), Directorate of Women & Child Development. — 01		
(25) Deputy Director (Tribal Welfare), Directorate of Tribal Welfare. — 02		
	<b>Total</b>	<b>133</b>
	<b>Reserves</b>	
	(1) Deputation Reserve 30% of 133	— 40
	(2) Leave Reserve 10% of 133	— 13
	(3) Training Reserve 12.5% of 133	— 17
	<b>Total</b>	<b>70."</b>
	17. <i>Amendment of Schedule-II.</i> — For Schedule-II to the principal Rules, the following Schedule shall be substituted, namely:—	
	<b>"SCHEDULE-II</b>	
	(1) Mamlatdar/Joint Mamlatdar/Vigilance Officer.	
	(2) Block Development Officer.	
	(3) Assistant Registrar of Co-operative Societies/ Assistant Registrar (Audit)/Assistant Registrar (Marketing) under the office of the Registrar of Co-operative Societies.	
	(4) State Tax Officer.	
	(5) Section Officers in the Secretariat and Superintendents outside the Secretariat excluding Superintendents in the Goa Legislature Secretariat.	
	(6) Superintendent of Excise.	
	(7) Technical Officer in the Secretariat.	

- (8) Registrar, Administrative Tribunal.  
 (9) Assistant Director of Civil Supplies.”

18. *Amendment of Schedule-III.*— For Schedule-III to the principal Rules, the following Schedule shall be substituted, namely:—

“SCHEDULE-III

**Ex-Cadre Senior level Posts**

- |   |  |
|---|--|
| (1) Managing Director, Goa Housing Board.   | (22) Managing Director, Goa Handicrafts, Rural & Small Scale Industries Development Corporation. |
| (2) Managing Director, Goa State Urban Development Agency.                                      | (23) Chief Executive Officer, Khadi & Village Industries Board.                                  |
| (3) Managing Director, Goa Industrial Development Corporation.                                  | (24) Managing Director, Goa State SC & OBC Finance and Development Corporation.                  |
| (4) Managing Director, Goa State Infrastructure Development Corporation.                        | (25) Member Secretary, Ravindra Bhavan, Margao.  |
| (5) Commissioner, Corporation of the City of Panaji.  | (26) Secretary, Goa State Information Commission.  |
| (6) Managing Director, Goa Human Resource Development Corporation.                              | (27) Chief Executive Officer, Entertainment Society.   |
| (7) Chief Executive Officer, North Goa Zilla Panchayat.   | (28) Special Land Acquisition & Recovery Officer in EDC.   |
| (8) Chief Executive Officer, South Goa Zilla Panchayat.   | (29) Additional Secretary to Chief Minister.   |
| (9) Member Secretary, Goa Kala Academy.   | (30) Joint Secretary to Chief Minister.  |
| (10) Chief Officer, Mormugao Municipal Council.   | (31) OSD to Chief Minister.  |
| (11) Chief Officer, Margao Municipal Council.   | (32) Director of Provedoria.   |
| (12) Secretary, Goa Konkani Academy.  | (33) Director (Training), GIPARD.  |
| (13) Managing Director, Goa Tourism Development Corporation.                                    | (34) Secretary, State Election Commission.   |
| (14) Special Land Acquisition Officer (SLAO), Goa Industrial Development Corporation.           | (35) Member Secretary, Sanjay Centre for Special Education.                                      |
| (15) Special Land Acquisition Officer (SLAO), Goa State Infrastructure Development Corporation. | (36) Director (Administration), Sports Authority of Goa.   |
| (16) Special Land Acquisition Officer (SLAO), Garbage Treatment Plant.                          | (37) Managing Director, Goa Education Development Corporation.                                   |
| (17) Secretary, Goa Public Service Commission.  | (38) Secretary, Goa Staff Selection Commission.  |
| (18) Project Director, District Rural Development Agency, South.                                | (39) Managing Director, Goa State Minorities Finance and Development Corporation.                |
| (19) Project Director, District Rural Development Agency, North.                                | (40) Managing Director, Goa State ST Finance and Development Corporation.                        |
| (20) Member Secretary, State Commission for Women.  | (41) Director (Administration), Kala Academy   |
| (21) Managing Director, Kadamba Transport Corporation Ltd.                                      | (42) Secretary, Commission for Persons with Disabilities.  |
|   | (43) Managing Director, Goa Waste Management Corporation.  |
|   | (44) Secretary, Goa Human Rights Commission.   |
|   | (45) Chief Executive Officer, Goa State Mental Health Authority.                                 |
|   | (46) Secretary, Goa Rehabilitation Board.  |
|   | (47) Secretary, Goa Real Estate Regulatory Authority.  |
|   | (48) Managing Director, Goa Energy Development Agency.   |



(49) Additional Chief Executive Officer, Investment Promotion and Facilitation Board.

(50) Director (Administration), State Council of Educational Research and Training.

**Ex-Cadre Junior level Posts**

(1) Project Officer (District Rural Development Agency), North.

(2) Project Officer (District Rural Development Agency), South.

(3) Chief Officer, Ponda Municipal Council.

(4) Chief Officer, Curchorem-Cacora Municipal Council.

(5) Chief Officer, Mapusa Municipal Council.

(6) Chief Officer, Quepem Municipal Council.

(7) Chief Officer, Cuncolim Municipal Council.

(8) Chief Officer, Bicholim Municipal Council.

(9) Chief Officer, Canacona Municipal Council.

(10) Chief Officer, Sanquelim Municipal Council.

(11) Under Secretary to Chief Minister.

(12) Under Secretary, Goa State Information Commission.

(13) Under Secretary (Lokayukta).

(14) Under Secretaries in the Office of the Cabinet Minister/Leader of Opposition (12 Nos).

(15) Member Secretary, Ravindra Bhavan, Sankhali.

(16) Member Secretary, Ravindra Bhavan, Curchorem.

(17) Member Secretary, Ravindra Bhavan, Baina.

(18) Member Secretary, Rajiv Gandhi Kala Mandir, Ponda.

(19) Dy. Resident Commissioner, Goa Sadan, New Delhi.

(20) Under Secretary to Commission, Goa Staff Selection Commission (2 Nos.)

(21) Under Secretary in the Office of the Commissioner of NRI Affairs.

(22) Under Secretary, Goa Human Rights Commission.

(23) General Manager, Goa Industrial Development Corporation."

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).

Porvorim, 6th November, 2024.

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